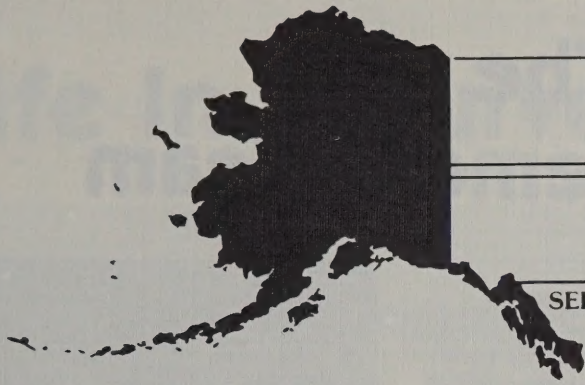


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# ALASKA PEOPLE

SEPTEMBER 1986

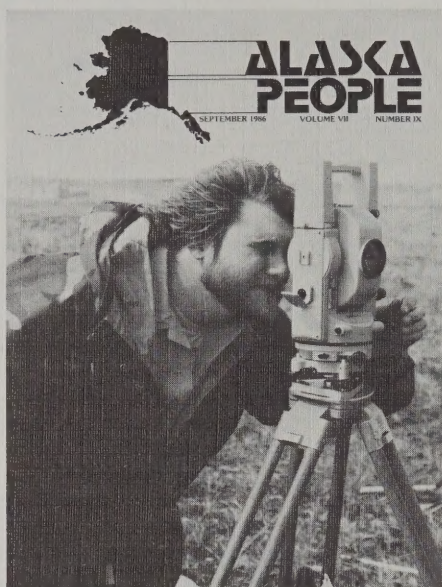
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#### ON THE COVER:

Clyde King, a cooperative education survey student, surveys a Native allotment near Naknek.

This issue focuses on some of BLM's field people and the work they do.

photo by Tricia Hogervorst-Rukke

# Meet The Management Team

*Each month ALASKA PEOPLE is featuring one member of the Alaska BLM Management Team. This month, an interview with Bob Jones, ASO's equal employment opportunity officer.*

story & photo by Bob Ward

"My goal with BLM," says Bob Jones, equal employment opportunity officer, "is to increase the awareness of EEO laws and principles such that managers, supervisors and employees actively promote and support the civil rights of all in the work place. Much has taken place in the past ten years, and I hope that eventually EEO will be a vital factor in human resource management."

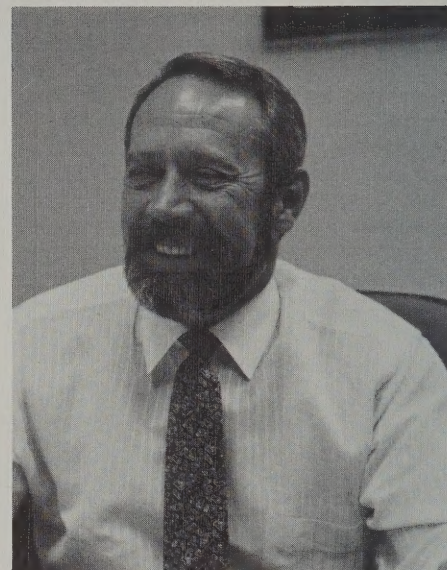
Born in Youngstown, Ohio, Jones grew up in Ohio and Michigan. "My father was a tool and die maker so we moved quite a bit," he says. "As a kid I earned money working on dairy farms."

Jones graduated from high school in Findlay, Ohio, and went on to study elementary education and business at Eastern Michigan University. "I put myself through college by working as a surveyor for a construction company." After graduation Jones moved to Gunnison, Colo., to do graduate work in public school administration at Western State College.

Jones began his government career in 1964 as a third-grade schoolteacher with the Bureau of Indian Affairs in Unalakleet. During the next several years he went on to work for BIA in Nunapitchuk, Pilot Station and Sitka. "Some of the students I taught have done very well. One former student, Wilfred Ryan, Jr., of Unalakleet, recently received the Small Business of the Year Award in Alaska," he says.

In 1970 Jones moved to Juneau to work as an employment assistance specialist with the BIA for the Tlingit-Haida Central Council. Soon after, he was loaned to the State of Alaska Department of Labor to head a multi-agency task force which helped Alaska Natives obtain employment on the oil pipeline. He followed this with a brief stint with the Tanana Chiefs Council and Bering Straits Regional Corporation.

Jones came to BLM in 1976 as a personnel management specialist. After two years in Alaska he transferred to Washington, D.C., where he spent the next 16 months working on the Washington office reorganization.



Bob Jones

Jones was instrumental in setting up the first Alaska EEO office under the reorganization.

Jones returned to Alaska to work on the EEO program. "Alaska is very unique in EEO. In 1978-79, the Secretary of the Interior delegated Title VI authority to the state director for EEO Compliance on the Trans-Alaska Pipeline System. Alaska was the only state to be granted that authority."

Jones' wife, Toni, is an instructor at Mat-Su College in Palmer. She completed her doctorate in higher education administration this summer at George Washington University. Their oldest son, Toby, is in the Navy; second son, Joel, is in his first year at Mat-Su College; Bobby and Micalla attend Chugiak High School and Robyn is an eighth grader at Gruening Junior High.

"Fishing, gardening, reading and working on cars — any kind of cars — are my hobbies," he said. "I've recently become involved, along with a hundred or so other residents in the Eagle River/Chugiak area, with starting a new church; and I am giving some thought to overseas volunteer work when I retire."

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George Gurr, Chief, Public Affairs  
Joette Storm, Editor-in-chief  
Tricia Hogervorst-Rukke, Writer/Editor/  
Photographer  
Valerie Arruda, Editorial Assistant  
Jim Mroczek, Illustrator

Contributing writer:  
Bob Moore





# Life In A Survey Camp



*BLM's survey camp #4 at Naknek*

*Camp #4 surveyors coming "home" after a day's work.*

*Survey party chief Chris Russell (right) helps surveyor Dan Wiesner calculate a surveying problem.*

What could be more wonderful than spending the summer roaming the Alaskan bush; living next to one of the best fishing spots in the world; seeing beluga whales, swans, caribou and grizzly bears on a daily basis; and exploring places seldom visited by others? Sounds fantastic doesn't it?

However, living at BLM survey camp 4 in Naknek is not all roses. The tent camp is located on a dusty landfill overlooking Naknek Bay. The relentless winds blow so hard that unless things are securely fastened down, they blow away. As the helicopters take off and land, flying dust and sand pelts anyone who happens to be caught outside the tents.

For the surveyors who come from all over the Lower 48 to spend the summer surveying for BLM-Alaska, this means working an average of 10 hours a day, six days a week. Evenings are often spent in the office tent working on computer calculations for the next day.

The long separations from family and friends can be difficult at times. "The full-time surveyors generally receive

one three-day trip to Anchorage per month," says party chief Chris Russell. "The seasonals are allowed one three-day trip around July 4 and an additional trip around Labor Day weekend if they stay the whole season."

Much of the land the three-man crews work on is swampy. "It's not unusual to sink to your hips in water and muck when you're out there surveying," says Russell. The surveyors have the privilege of working outside on sunny days; but there are also plenty of rainy, cold days when they have to go out.

"We are surveying mostly Native allotments this summer and hope to complete 70 to 80 by the end of September," says Russell.

The 19-man camp has a full-time cook, who makes sure everyone is well fed. In May 65,000 lbs. of cargo including a truck, tents, refrigerators, freezers, stoves and everything else needed to set up a camp were flown out from Anchorage.

The camp has a mess tent, an office tent and hot showers. One tent is set aside specially for computer equipment

to provide support to an Auto-Surveyor crew staying at the camp.

"With all the dust and sand around here, it has been really difficult to keep the equipment up and running," says electronics specialist Doug Dickinson. Dickinson, who has spent most of the summer at the camp caring for the equipment, adds, "The sand is so fine it mixes with the lubricant in the computers which then makes a cutting grease tearing up all the machinery. I clean all the computer terminals twice a day. Every time a helicopter lands or takes off, a new cloud of dust filters through everything."

In spite of it all, the surveyors seem to enjoy the comradery and the time in the wilderness. For many of them it's a summer job. But it's also a chance to see some fantastic country, do some great salmon fishing, and best of all, earn the money to pay for another year of school. In spite of the difficulties, some of us in the office wouldn't mind trading places!



# "FMOs Come And Go...But Charlie Always Runs Ft. Yukon"

story & photo by Susan Swartz

Charlie Thomas doesn't use unnecessary words; he packs a lot of meaning into the few he uses. Thomas has been station manager for the Alaska Fire Service's Fort Yukon station for the past 13 years. Slim and graying, Thomas' fluid movements give the impression of strength — both of body and character. He stands ready to deal with any problem that might come along.

The 52-year-old Thomas has spent his entire life in Fort Yukon, a town of about 825, on the Yukon River 97 miles northeast of Fairbanks. After 13 years Thomas still thinks his job is "kind of fun; I like it."

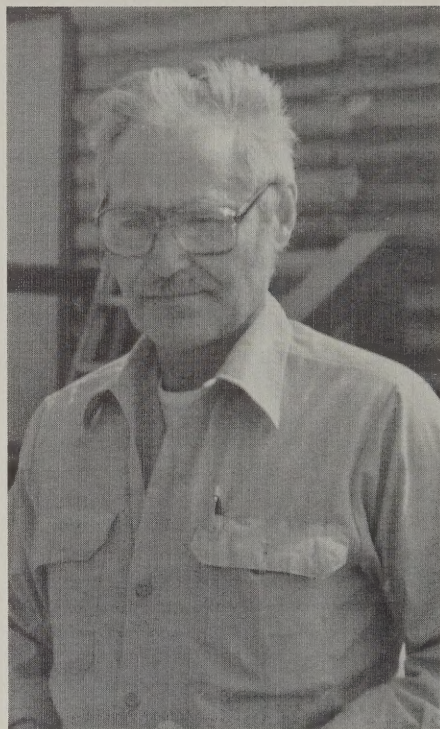
After the Fort Yukon station closes in early September, Thomas moves to his cabin in Chalkyitsik, 30 miles to the east, where he spends the winter trapping. "I used to travel by dogsled, but it's become too expensive to feed the dogs. I now travel by snowmachine," he says.

Fur buyers come to Fort Yukon several times a year, but they don't offer the same prices as in Seattle. Selling pelts directly to a Seattle processor nets Thomas a higher price. In an average winter Thomas traps about 150 wolf, lynx, beaver and wolverine pelts along with 800 to 900 muskrat pelts. "I enjoy the solitude of trapping," he adds.

Thomas' father came to Alaska from Wisconsin to become a riverboat captain. While plying the Yukon River from St. Michael to the Interior, he met an Athabaskan woman from the Canadian village of Old Crow. The elder Thomas decided to quit riverboating and settle down in Fort Yukon.

Charlie was one of seven sons born to the couple. He started working as an emergency firefighter for BLM in 1960 at age 26. In 1971 Thomas became assistant station manager. He and the station manager were the only employees at the time. One log building served as warehouse, kitchen, dispatch console and the manager's bedroom. In 1973 Thomas was promoted to station manager, reporting to the fire management officer (FMO), and has held this position ever since. "FMOs come and go, but Charlie always runs Fort Yukon," says Dick O'Connell, fire staff officer.

"The job of station manager is to make sure the boys get what they need," says Thomas. He monitors supplies such as retardant and gasoline



Charlie Thomas

closely. In addition, firefighters and pilots must be provided with equipment, food and a place to sleep.

"We're here to support fire," says Thomas. "Seven emergency firefighting crews of 16 people each live in Fort Yukon, and many more live in other villages nearby. BLM provides most of the cash income in the village." Thomas hires the crews when they are needed and must arbitrate disputes over which crew goes out first. His Athabaskan blood and ability to speak the language help.

Thomas' opinion is respected in all aspects of fire management," says O'Connell. "After receiving a thorough weather briefing by the weather service based on all the available high-tech information, it is routine for fire managers to ask Charlie — and the accuracy of his forecasts is uncanny!"

Thomas has one son and two daughters, all of whom live in Fort Yukon. His wife of 24 years died two years ago. Not many men live in the same town doing the same job for as many years as Charlie Thomas has. Even fewer are content. Quiet and undemanding, Thomas seems happy with the life he has chosen.

## Gene Terland - Alaska BLM's Newest Area Manager

"Knowing how much I've always wanted to work for BLM in Alaska, my co-workers in Salmon, Idaho, often left articles about Alaska on my desk," said Gene Terland, Glennallen Resource Area manager.

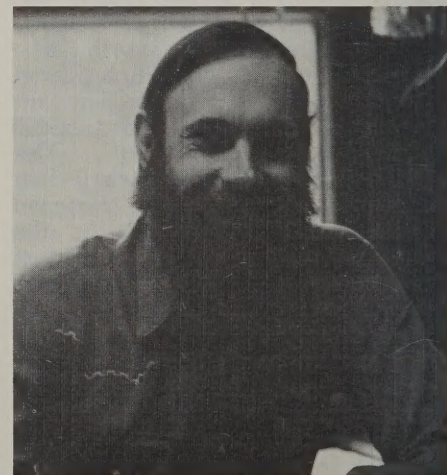
Terland, his wife, Dee, and children Jonathan (13), Heather (12), and Peder (6), arrived in Glennallen last January. Although it wasn't one of the best months of the year to be introduced to Glennallen, the Terlands were used to cold weather, having lived in Idaho for the past six years.

"Gene loves to hunt and fish, so this is where he really wanted to come," said Dee. The Terlands are presently living in a log home on the BLM compound but hope to purchase a house soon.

"I'm basically from a small town," said Terland. "The people here are really friendly; it didn't take long to meet everyone. And I'm excited about the job; the area has a lot of potential."

Terland is a fish and wildlife management graduate from Montana State University in Bozeman. He began working for BLM as a range conservationist in Vale, Ore., in 1974. In 1977 he transferred to Baker, Ore., and in 1979 to Salmon, Idaho, as the range conservationist on the Division of Resources staff.

A belated welcome to Alaska BLM, Gene!



Gene Terland



# BLM Leads The Way Lightning Detection System Helps AFS Find Fires

by Susan Swartz, John Gebhard & Kathy Barker

BLM's Alaska Fire Service (AFS) is a national leader in fire management technology; but then Alaska's vast distances and unique circumstances require innovative techniques!

In the 1960s and early 70s, fire detection in Alaska was done by aerial patrol flights over areas where thunderstorms were forecast. This was costly, and many fires were not discovered until they were quite large.

The first lightning direction finders were installed in Fairbanks and Galena in 1975. The results were good; and in 1976, six direction finders were operating independently. In 1978 the direction finders were tied together with a microprocessor to form Alaska's first lightning detection system.

How does it work? The direction finders detect the electromagnetic pulse generated by a lightning flash. They discriminate between cloud-to-cloud lightning and cloud-to-ground lightning and only record the ground

strikes. Each direction finder has a range of 200 nautical miles.

Today the system consists of ten direction finders located across the state, feeding information via satellite, microwave and leased lines to a computer in Fairbanks.

The computer uses information from the position analyzer which determines the exact location and time of the strike, sending the data to desktop computers in the field stations. It also contains information on the level of fire protection of land throughout the state. Data is collected at 10 remote automatic weather stations, and used to compute the probability of ignition in case of a lightning strike. Combined with information on fuel types, the program then predicts fire behavior.

This system, integrating the lightning detection, weather stations, protection standard and other data, is known as the Alaska Initial Attack Management System (AIAMS). It has proven to be a useful tool for assisting fire management personnel in the decisions

they must make.

At each station a fire dispatcher looks at a map of the state on the screen. Crosses mark the lightning strikes. The latitude, longitude and time of the latest strike is also displayed on the screen. The dispatcher can then send detection aircraft to the exact location of the strike. As soon as a fire is reported, the dispatcher looks up the protection standard for the area to determine the attack priority. From the computer's figures it can also be determined how quickly the fire can be expected to spread. If needed, smokejumpers or retardant aircraft are dispatched within minutes. This is initial attack, and it is particularly important in dry conditions.

It can take millions of dollars to suppress a large fire, and initial attack can catch the fire before it gets large. The size of fires has been reduced significantly since the development of the AIAMS. This innovative system is one way that the Alaska Fire Service is using new technology to fight wildfires and save money.

AFS photo





# BLMers

## Measuring River Channel Depths In The Arctic

by Sharon Durgan Wilson

Finding the least damaging travel routes for people and equipment across the arctic has been a concern for years. Winter travel, primarily over ice, was encouraged as an alternative to summer movement which breaks down the delicate tundra mat. However, new studies indicate that equipment traveling over snow-covered ice may alter fish habitat and endanger fish.

Protecting the overwintering habitat of arctic fish is a new and important economic concern. Half of the white fish taken from the Colville River Delta on the North Slope are taken commercially, with about equal numbers taken for subsistence.

BLM limnologist Jack Mellor has been inventorying arctic river channel depths since 1979. The information was needed after BLM was assigned surface protection responsibilities in conjunction with the Geological Survey exploration program. This summer Mellor completed water depth surveys on 100 miles of the Colville River and 80 miles of the Ikpikpuk River. The total arctic river miles of survey completed on the Colville, Utukok, Nigu, Etivluk and Ikpikpuk Rivers to date is approximately 650 miles.

Measuring water depths requires use of a portable recording fathometer in a 12-foot raft. The boat must be kept at a fairly constant speed to coordinate the depth readings with the places on the map.

The fathometer records are used for documenting, analyzing and charting the locations of deep water habitat. Once the areas are charted, they are analyzed to determine the percentage of the river which has potential for fish to overwinter.

As the ice layer forms in a horizontal layer at the beginning of winter, it may touch high points of the river bed (frozen shoals). It traps the free water of deep channels causing isolated pools of water. Whether the pools freeze to the bottom depends on the depth of the water.

When winter travel occurs over ice it compresses the insulating snow cover, promoting faster ice accretion. The ice layer then forms deeper, reducing the water volume available to the fish. Pools exceeding maximum winter ice thickness (two meters) are potential overwintering areas.

As fish are isolated in these closed-off channels, the oxygen levels can decrease. The cold temperatures slow fish metabolism to a semi-comatose state. One benefit from this lowered metabolism is that the fish use little energy during the winter season.

While dissolved oxygen is a major factor in fish survival, so is the quantity of salt in the water (conductivity). A heavier concentration of salt lowers the water's freezing point. Fresh water freezes at zero Celsius, while salt water will drop to minus two Celsius before it freezes. Fresh water also traps warmer water under the ice, whereas salt water continues to mix cold water down to the bottom. As the water drops to colder temperatures, it depresses fish activity. Seeking a stable overwintering environment, fish look for deeper and warmer pockets of fresh water.

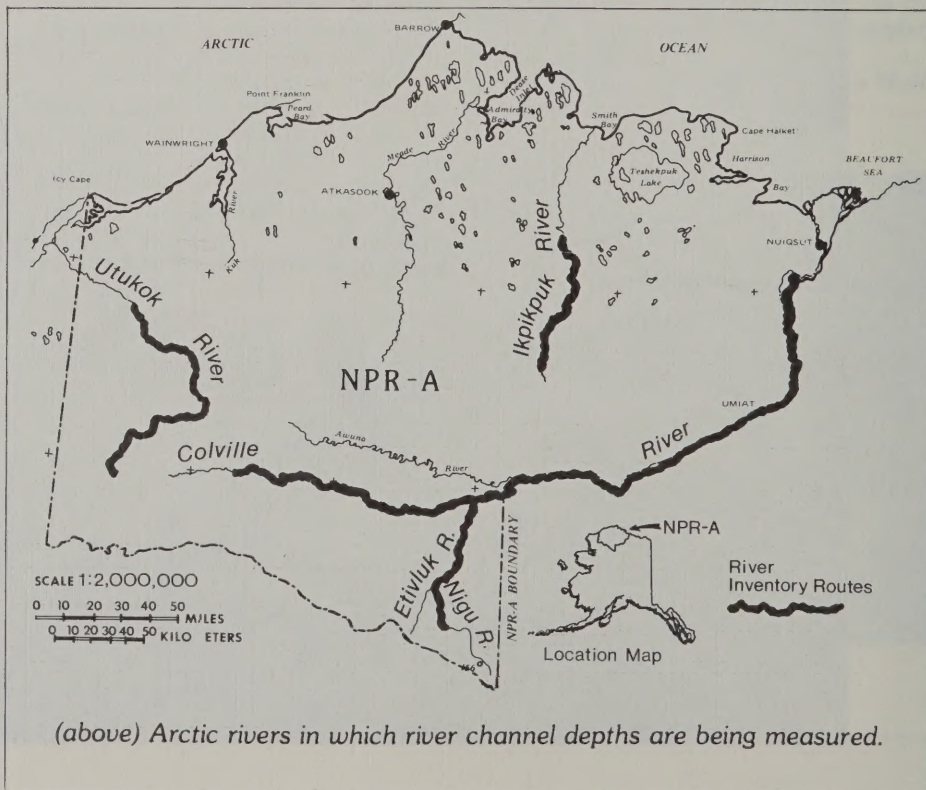
As rivers near the ocean, they broaden and form many more deep pools of water. If these were freshwater pools, they would increase favorable fish overwintering habitat. However, since there is more salt in the water, temperatures are lower; and less desirable conditions for overwintering

are created.

Once depths are determined, BLM managers can make more accurate estimates about how a particular action will disturb any part of the river. For instance, if travel were to occur over a pool with fish and a marginal depth of water, the fish would probably die. Knowledge about very deep areas or shallow areas that freeze early in the season could pinpoint "safe" crossings for seismic trains traveling across the arctic.

"Landscapes in Alaska continually change," says Mellor. "The Ikpikpuk River, which used to drain into Smith Bay, now drains into the Chipp River which drains into the Deese Inlet 30 miles west of Smith Bay.

"There's never a dull moment on these arctic float trips," Mellor added. "Sometimes the mosquitoes are so thick you breath them in. If you wear a headnet, how do you eat? Mosquitos can become a significant portion of a meal. You also have to get use to being constantly cold in the middle of July, even while wearing a coat!" Mellor, however, hasn't lost his fascination with the Arctic.



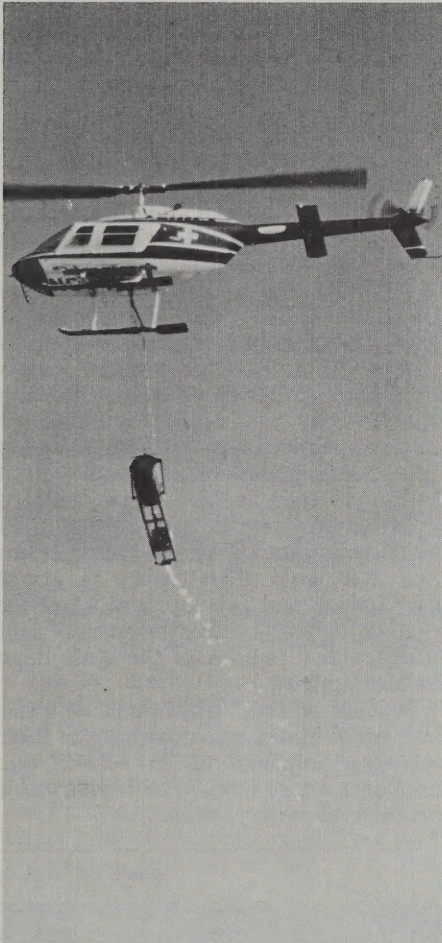
(above) Arctic rivers in which river channel depths are being measured.



# n Action

## BLMers Prescribe Fire On Refuge

photos courtesy U.S. Forest Service



A helicopter drops flaming alumagel on the prescribed burn.



A mixing crew pours alumagel and gasoline into a helitorch.

Relative humidity: 50-60%  
 Fuel moisture: 15%  
 Wind: 5-6 mph, SW  
 Overcast skies

On June 30-31, the above data was just what was needed for igniting a prescribed fire on the Kenai National Wildlife Refuge. An interagency team headed by Jack Lewis, BLM fire officer, and Bob Moore, BLM safety officer, set fire to nearly 800 acres of black spruce in an effort to improve moose habitat. The Alaska Department of Natural Resources Forestry Division provided the holding forces; the Chugach National Forest provided the mixing supervision and the helitorch; and the

Fish and Wildlife Service provided the equipment and over-all coordination.

Burning off the vegetation brings more sunlight to the ground, allowing birch, willow and aspen to grow. This in turn brings moose to the area.

Last summer U.S. Fish & Wildlife Service crushed the existing vegetation by using a mechanical device called a LeTournier crusher. Moore and Lewis ignited the piles of brush and trees with an aerial ignition device called a helitorch. The helitorch is a 55-gallon drum suspended 30 feet below the helicopter. The drum is filled with "alumagel," a combination of gasoline and a thickening agent which, when mixed, looks like jello. As the alumagel

is pumped out, a small propane burner ignites it. The flaming globs drop to the ground in various sizes depending on the altitude of the helicopter.

"The burn was a complete success," said Moore. It met the wildlife objectives; the fire stayed within the prescribed boundaries; none of the populated areas were impacted by smoke and it rained the next day putting out the smoldering debris. We couldn't have planned it better!

"Alaska BLM is utilizing prescribed fire as a management tool more and more in an effort to manage public land in the most cost-efficient manner," he said.



# U.S. Bureau Of Mines



*This is the second in a series of articles featuring BLM's sister agencies within the Department of Interior, their missions and how they interact with BLM.*

by Jane Mangus

The Bureau of Mines has a very different mission from that of BLM or the Fish and Wildlife Service. For one thing, it administers no land. For another, it has no regulatory responsibilities. Instead, this agency is devoted to research and fact finding. Its goal is to help ensure that the United States has adequate supplies of non-fuel minerals.

Relatively young, it was established in 1910; relatively small, it employs about 2,500 people nationwide. It has offices in 14 states and the District of Columbia. Here in Alaska the Bureau maintains the Alaska Field Operations Center with a staff of 32 employees stationed in Juneau, Fairbanks and Anchorage. This organization is concerned primarily with helping to develop a nationally viable mineral industry in Alaska. Its programs have two main thrusts: providing data to government agencies and to the private sector.

BLM's Tom Mowatt, mining engineer for the Division of Mineral Resources, worked for the Bureau of Mines in the mid-70s. He says it is "in the business of obtaining, compiling and serving as a repository for mineral deposit information. BLM then uses this information in a variety of ways."

Sometimes the Bureau of Mines undertakes projects that help BLM by providing information for our land use plans and environmental impact statements. Currently they are planning such a project in the Steese/White Mountains area. According to Mowatt, "They have agreed to help us in our task of preparing products for mineral assessment of the area. They'll do a study of known deposits and occurrences in the traditional context

of their mining district studies. They're doing it themselves, funding it themselves." A few years ago the Bureau of Mines also provided BLM with a mineral assessment of the Iditarod/George area for an environmental assessment.

The chief of the Bureau of Mines' Alaska Field Operations Center is Don Blasko, a long-time Alaska resident. "We don't work with or for other agencies, but rather we provide services they require," he says. Four large programs are built around this idea of service. These are mineral land assessment, research, minerals availability and policy analysis.

**The Bureau of Mines is in the business of obtaining, compiling and serving as a repository for mineral deposit information.**

In its mineral land assessment program, the Alaska office identifies resources that may be valuable mineral reserves.

Under the research program they now have two projects under way. One concerns metallurgical research for strategic minerals. For this, the Alaska center collects bulk samples that are studied in other research centers to determine costs and methods of recovering strategic minerals.

BLM, EPA, gold miners and the media have all been watching the other research project very closely this year. This is an experiment related to placer mining and the problems gold miners are having in meeting state water quality

standards. The idea is to find out if a method developed in Alabama for the phosphate mining industry can be used here in Alaska to get rid of sediments left suspended in water used for gold placer mining. This year four test sites were set up at mines in Alaska.

According to Blasko, "The project has been a qualified success. It has not attained the state standards, but it appears that the technology is adaptable to the Alaska situation and might even have applicability for some of the mining reclamation problems BLM deals with."

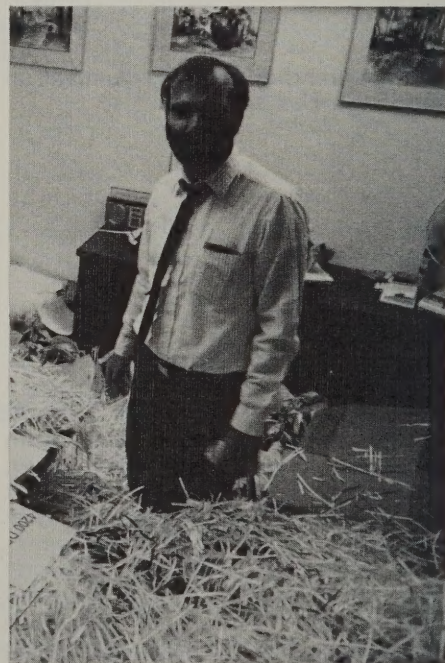
The minerals availability program gathers information for the Bureau's two computer databases of worldwide information. One of these gives the location of all known deposits and the other, more extensive information about major deposits.

A policy analysis program identifies minerals issues, considering social, political and technical factors. As part of this program, the Alaska center is now producing a series of maps showing which lands are actually available for mineral exploration. Besides showing what land is mineralized and who it belongs to, these maps reflect information the Bureau obtained by interviewing individual land managers to find out what their policy is about exploration and development. To date the southeast, northcentral and southcentral regions of the state have been mapped.

Mowatt added, "BLM deals with the Bureau of Mines as a customer of their technical information. In Alaska our concerns are principally with their work on mineral occurrences."

photo by Ed Bovy

*What a mess! While project leader John Rumps was in Washington, D.C., to explain the reorganization plan, his team "reorganized" his office with several truckloads of scrap paper.*





# The "Travel Man" Travels On

story & photo by Valerie Arruda

The man who "moved" many BLMers has moved on. George Bristow, ASO's shipments assistant, retired on September 2.

For many employees Bristow was their first and last contact when it came time to transfer. He coordinated all moves to and from Alaska, as well as moves within the state, in addition to arranging home leaves.

Prior to working for BLM, Bristow worked for Collins Radio Company and for RCA Alascom. Through these companies he handled the movement, management and distribution of classified material on government contracts involving the Navy, Coast Guard and Air Force.

As one who has been in the "moving business" a long time, Bristow took his job seriously. "Never did take myself seriously, but I took my job so seriously

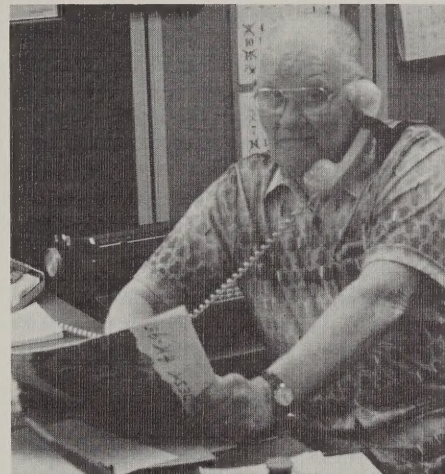
that sometimes I stepped on a few toes. I came to BLM to do a job, not to win a popularity contest," he said. One of his proudest achievements, and one of the toughest, was the distribution of material for small satellite stations in 105 remote villages in Alaska.

Bristow is also serious about children. He is active in the Masonic order for the benefit of crippled and burned children and in an aphasia clinic for children with speech impediments.

"I would appreciate being contacted by anyone who knows of a crippled, burned or aphasiac child whom the Masons may be able to help," he said.

Bristow and his wife, Dorothy, will remain in Anchorage but are planning extensive travel to Australia and the Philippines. England is also on the itinerary as Bristow was born and raised there. "I still have a few friends and relatives there whom I'd like to see," he said.

Happy retirement, George!



*George Bristow*

## Variety Is The Spice Of A Resource Specialist's Life

As a soils, air, water, timber, hazardous waste, surface protection and part-time lands "specialist", Glennallen's Mark Phillips keeps busy. "The work in the Glennallen Resource Area is very diverse. Surface protection takes a lot of my time. I process 3809 paperwork and do at least one field compliance check per year on each of the 23 active mining operators who submit a notice or plan of operation. I also work with the miner when it's time to reseed and recontour the mining tailings."

Aside from 3809, trespass work also keeps him busy. "Realty specialist Kathy Bayer and I recently removed two seasonal hunting/fishing cabins within the Delta Wild and Scenic River corridor." BLM posts a trespass announcement on each cabin for one year. If there is no response, the cabin is removed. "Last year we removed two cabins from the Gulkana National Wild and Scenic River corridor," he said.

Working in his role as timber administrator, Phillips recently processed Glennallen BLM's first commercial timber sale. "The purchaser plans to cut the logs in his mill and sell the wood as saw timber, house logs and firewood," he said.

Phillips is also in charge of wood permits. Glennallen residents are

allowed to cut up to ten cords of wood in the Tiekel area. "The variety of work keeps the job interesting."

Phillips is a wildlife management graduate from Humbolt State University in California. He joined BLM-Nevada in 1979 as a wildlife biologist in Battle Mountain. In 1982 he

moved north to become BLM's one-man office in McGrath.

In September 1984 the McGrath office closed, and Phillips moved to Glennallen as a realty specialist. Phillips' wife, Jackie, is an air traffic controller for the FAA in Gulkana; they have two children.



*Glennallen BLM recently made its first commercial timber sale. Mark Phillips (right) discusses details with the buyers.*



# Surveyors Back On Job After Bear Attack

by Jane Mangus

*Last summer three BLM surveyors, Kyle Scholl, Diane Nelson and John Pex, were attacked by a grizzly bear near Lake Iliamna. Two of them were seriously injured. A year later...how are they doing?*

Things happened so fast on that July afternoon. The team had finished work for the day and were scrambling up a bank through very dense underbrush as they headed toward the helicopter. Three hundred feet from the helicopter Scholl, a cooperative education student from the University of Colorado, stumbled upon a sow and her two cubs. He later recounted that "As I climbed the bank, the brush in front of me exploded with bears. The sow stood up and stared at me as her cubs ran. She dropped on all fours and charged toward me."

Scholl was knocked to the ground and mauled. As Nelson came into view, the sow turned and charged her. Shortly behind them was survey party chief John Pex. Pex, the only one carrying a gun, fired two shots in the air which the bear ignored. He then shot directly at her through the underbrush. The bear dropped Nelson and charged Pex. The bear was about 15 feet away when he fired again and knocked her

down, but she sprang back up. He reported later, "My last shot was to the neck when she was roughly five feet from me." The bear literally died at his feet.

Scholl and Nelson were flown to King Salmon, then on to Providence Hospital in Anchorage for emergency surgery. It was the beginning of a series of operations and a long, slow recovery process.

Nelson sustained the most severe injuries; suffering permanent damage to the nerve controlling one eyelid. She has peripheral double vision from her head injuries and will undergo more eye surgery in Portland this fall.

Nelson, however, is no quitter. She's a fighter and a dedicated surveyor. She now has her permanent rating and plans to continue working in her chosen field. This summer she worked in the Alaska State Office. "I'm giving myself a year to recover from my injuries before going back to the field."

"But," she says, "I'm an outdoors person. I've always worked outside and can't imagine giving up my work because of this." Her latest surgery is to reattach the muscle that controls the movement of her eyelid.

Scholl suffered head injuries and a great many puncture wounds and lacerations. When he went into emergency surgery, it took more than

2,000 stitches and staples to patch him up. Since then he has had numerous plastic surgery operations.

This summer Scholl is working out of Ruby on the Yukon River as an assistant land surveyor. He also has more surgery coming up to re-do some of the skin grafts on his head.

Pex recently returned to the location where the attack occurred to finish the survey job. While there, he found the bear's skeleton and beside it the bullet that saved their lives. The shot had knocked out a vertebra in the bear's neck.

This summer all three were videotaped as part of a bear safety program being prepared by BLM. On tape they discussed the attack and their recovery and made suggestions about what might have been done differently. However, Nelson says in general they feel they were doing everything right.

Several changes in field procedures have been made because of their experience. Helicopters now make hourly flights over where a party is working.

The surveyors' advice: Try to stay in open areas. Walk as a group and make plenty of noise. Remember though, every bear is different — they are unpredictable!

## Tips On Getting Ahead

Climbing the federal career ladder seems to get tougher all the time. As advancement opportunities shrink, the number of people competing for promotions is expanding. To get ahead, you've got to stand out in the crowd.

How can you distinguish yourself and catch the attention of officials who make the promotion decisions? Jeff Salzman and James Calano, authors of *Real World 101*, came up with a dozen suggestions for individuals trying to climb the corporate ladder. Many of these tips are also applicable to the aspiring federal employee.

**Take on the undesirable.** Volunteer for projects that nobody wants. It's a chance to take charge and perhaps turn the task into a major opportunity.

**Look for trouble.** Stop periodically and ask yourself: What's going on here? What's not working? What could be done better? When you open your eyes — and your mind — you

will see opportunities for initiative.

**Offer your opinion.** Don't worry about being impertinent or over-zealous. If you assume your ideas will be listened to and respected, you will increase the chances of that being true.

**Don't wait to be trained.** Any time you see a way of increasing your value to your organization, do it. Ask questions, read voraciously and occasionally burn the midnight oil.

**Read your journals.** There's no better source of "imitable" ideas. Can you afford not to be informed?

**Have the guts to fail.** Every new action involves risk, but being wrong isn't necessarily bad. Learn to learn from your failures and don't worry about your image. Even Babe Ruth set strike-out records.

**Learn somebody else's job** (on your own time). There is no better way to show initiative.

**Avoid perfectionism.** Trying to be perfect can be paralyzing. It's a

neurosis that keeps many people from initiating.

**Don't wait for all the facts.** With the current proliferation of data, it's impossible to have every last fact. Learn to develop and trust your intuition.

**Be a goal setter.** The difference between a wish and a goal is a number and a date. It is much better to revise your goals often than to make them open-ended at the start.

**Pursue your passion.** People are motivated by things that matter to them. Identify areas you feel passionately about in your life and career and head relentlessly in their direction.

**Don't get hung up on breakthroughs.** A touchdown earned yard by yard earns as many points as a long-bomb pass.



# Do You Know Your Rights?

by Jim Pooley

In a recent issue of Alaska People, there was an article that discussed the grievance and EEO complaint procedures. These are the two most common means for employees to express their concerns. However, there are also other services of which you should be aware.

If you are unhappy with the results of your PIPR, for example, you can request a review by a three-member panel. The members will have knowledge of the kind of work you do but will not be supervised by anyone who was involved in rating or reviewing your work. The review is initiated by sending a memorandum to the personnel officer stating what you believe is unfair or incorrect.

If you do not believe your job is properly classified, a similar memo to the personnel officer will result in a desk audit. If you are not satisfied with the results, there is a process available that will allow the audit to be reviewed all the way to the Office of Personnel Management (OPM).

If you are having any type of personal problem that you need help coping with, BLM has contracted with Human Affairs of Alaska to assist you in getting counseling. *Their service is free and confidential.* You are in a duty status when you talk with them, you do not have to take leave. They may be reached by calling 562-0794.

If as the result of misconduct or poor performance, you receive a suspension or are removed, you have appeal rights to the Merit Systems Protection Board (MSBP). These rights are fully explained in the decision letter that affects the action. Incidents of fraud, waste, corruption and mismanagement can be reported to the Whistleblower. Their number is 800-424-5454.

As you can see, your rights are well protected; and there are those who will hear your concerns, but do not forget your most readily available source--your supervisory chain of command. They care and are more than willing to help.

# Personal Notes

**Betty Ostby and Linda Jeffers-McClelland** of the ASO Branch of Land Records and Information were blue ribbon winners at this year's Alaska State Fair. Ostby entered a hand-made doll and Jeffers-McClelland a photograph.

ASO's **John Miller** has two baton twirling champs in his family. Miller recently took daughters LaShonda and Kesha to Stockton, Calif., to compete in the Western Regional Championships. "Both girls placed highly and came home with several ribbons," he said. "LaShonda has also won two Alaska state titles."

July 20, 1986

"Mbote and bonjour!" writes **Steve Pody** from Zaire. "I've been at my post now for just over two weeks. I'm living in a five-room house which is part of a Swedish baptist mission hospital. The house has cement floors and plaster cinderblock walls; electricity for three hours a night; cold running water (I'm not fond of cold showers but you can't have everything!); a cement-throned outhouse; a fenced yard with orange, lemon, guava and coconut trees; a kerosene-powered refrigerator and a wood stove for cooking.

"Many more luxuries than I expected, though a town of 3,000 is hardly a tribal village either. My work is a different story and conversely, everything I had anticipated it to be. Five or six days a week my assistant, Ipupuku, and I travel by motorcycle to the many villages to speak with village chiefs and committees and inspect the local water sources.

"The inspection involves a trek through the forest by paths anywhere from a few hundred yards to a mile from the village. Slogging up streams and through mud; jumping over rivers of ants; and seeing exotic tropical flowers, butterflies and birds are all part of a day's work!

"I am usually followed by dozens of kids. White people are very rare in the countryside, and my arrival at a village starts a parade of curious people all eager for a look. The people are very friendly and open. All along the many kilometers of my daily routes, I'm never long without a wave and a greeting. I

receive token presents of eggs or fruit from many places which I consider a truly flattering honor. At the end of each day I share these with Ipupuku. Part of my job is to train people so when I leave they can take over. Ipupuku is an excellent person, advancing quickly in experience, and doing the invaluable job of translating my French into the local lingala or kisakata.

"The exchange rate is about 57 Zaires to the dollar. Ipupuku earns the average and envied wage of 21 Zaires a day, about \$12 a month. Then again, in this garden country, everyone grows their own food; so while the nutritional aspect may not be balanced, hunger is not a great problem.

On the other hand, 80 percent of the disease here is from drinking impure water. There's plenty of work to do in this area, which incidently is my line of work.

"Every day is an unpredictable adventure of meeting new people; crossing log bridges; cooking for myself; trying not to run down chickens, goats, pigs and dogs with my motorcycle; teaching others; learning more about my job and myself, and basically helping people and having a great time doing it. In this melange of Zairians, Indians, Swedes and one lone American (me), I'm doing downright fine. My closest Peace Corps neighbor is 45 miles downriver (twice that by road). I hear that somewhere in Zaire there's another Alaskan (Fairbanks) volunteer. I haven't run across him yet.

"I don't think I'm boosting the tourist industry much, but lots of people are hearing about the wonders of Alaska.

So, just a quick line to fill you in on a few of the millions of new things I'm going through. If you're in central Africa sometime drop in for a visit! Take care and howdies to all!"

Steve Pody  
Corps De La Paix  
c/o CBB, Bosobe  
BP 16098 Kinshasa I  
Zaire



# Applause

The following employees from ADO Division of Administration received a **SPECIAL ACHIEVEMENT GROUP AWARD**:

**Robert Evans**, Operations Service Manager  
**Michael Rose**, Aircraft Freight Loader Foreman  
**Larry Peterson**, Aircraft Freight Loader  
**Walter Blankenship**, Warehouse Leader  
**Rebecca Garner**, Supply Technician  
**John Pulling**, Aircraft Freight Loader  
**Joseph Vallieres**, Warehouse Worker  
**Ronnie Alston**, General Supply Specialist  
**Carlton Thorpe, Jr.**, Aircraft Freight Loader  
**Robert Lawson**, Warehouse Worker  
**Melvin D'Anza**, Warehouse Worker  
**Steven Sandy**, Warehouse Worker

## SPECIAL ACT AWARD

**Gerald Johnston**, Supervisory Land Law Examiner, ASO Division of Operations  
**JoAnn Bieskei**, Clerk Typist, ASO Division of Mineral Resources  
**Heather Rice**, Supervisory Legal Technician, ASO Division of Operations  
**Raymond Edgerly**, Cartographic Aide, ASO Division of Operations  
**Dianne Harrison**, Employee Relations Assistant, ASO Division of Administration  
**Fronna Snelson**, Budget Assistant, ASO Division of Administration  
**Patricia Lindaman**, Recreation Technician, ADO Glennallen Resource Area  
**Freda Sherburne**, Recreation Technician, ADO Glennallen Resource Area

## SUSTAINED SUPERIOR PERFORMANCE AWARD

**Dorothy Hanley**, Miscellaneous Documents Examiner, ASO Division of Mineral Resources  
**John Mellor**, Supervisory Ecologist, FDO  
**James Silva**, Wildlife Biologist, FDO  
**Sylvia Hale**, Realty Specialist, ASO Division of Conveyance Management  
**John Payne**, Realty Specialist, ASO Division of Conveyance Management  
**David Ruppert**, Utility Corridor Project Officer, FDO  
**Robert Merrill**, Land Law Examiner, ASO Division of Mineral Resources  
**Edward Doyle**, Miscellaneous Documents Examiner, ASO Division of Mineral Resources  
**Jeanne Pulkownik**, Land Law Examiner, ASO Division of Mineral Resources  
**Layne Lange**, Supervisory Natural Resource Specialist, FDO

## QUALITY STEP INCREASE

**Lois Simenson**, Land Law Examiner, ASO Division of Mineral Resources  
**Brenda Walder**, Secretary, ASO Division of Operations  
**Dwight Hempel**, Realty Specialist, FDO

## 30-YEAR PIN

**Perry Francis**, General Engineer, ASO Division of Mineral Resources

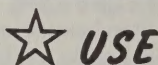
## WELCOME ABOARD August 1986

**David Curry**, Supervisory Forestry Technician, AFS

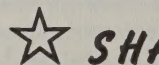
## MOVING ON August 1986

**Donald Duranceau**, Maintenance Mechanic, AFS  
**Alan Andrus**, Electronic Mechanic, ASO Division of Cadastral Survey  
**Jeff Bass**, Forestry Technician, AFS  
**Chris Vance**, Program Analyst, ASO Division of Operations  
**Ken Franz**, Forestry Technician, AFS  
**Bert Mitman**, Forestry Technician, AFS  
**Zeke Reister**, Forestry Technician, AFS  
**Mark Klinger**, Forestry Technician, AFS  
**Todd Sherwood**, Forestry Technician, AFS  
**Douglas Shinn**, Forestry Technician, AFS  
**John Gould**, Forestry Technician, AFS  
**Kent Aldridge**, Forestry Technician, AFS  
**Michael Fitzpatrick**, Forestry Technician, AFS  
**Lynn Flock**, Forestry Technician, AFS  
**Scott Lusk**, Forestry Technician, AFS

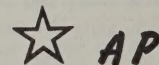
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**SHARE**

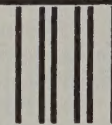


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